ABSTRACT OF THE DISCLOSURE

Methods, systems, and articles of manufacture consistent with the present invention provide for enabling active intellectual capital processing to enable data neutrality in an intellectual capital management system. A plurality of data instances are received, each data instance having one of a plurality of formats. A datatype of a first format is provided for each data instance, each datatype having a metadata in the first format that describes the respective data instance and a reference in the first format to the respective data instance, the data instances being maintained separately from the datatypes.